



# “Redesigning Power Structures”

A MDPH Community Health Funded project, administered by the Collaborative for Educational Services

[mahealthfunds.org](http://mahealthfunds.org)



**collaborative.org**



## Information about the fund (from [mahealthfunds.org](https://mahealthfunds.org))

The Massachusetts Community Health and Healthy Aging Funds (the Funds) are committed to disrupting and removing barriers to health – structural and institutional racism, poverty, and deep power imbalances – through community-centered policy, systems, and environmental change approaches. We provide the resources to enhance the capacity of multi-sector collaboratives to authentically engage residents and and work together so that everyone has the highest quality of life possible in Massachusetts.

The Funds are an initiative of the Massachusetts Department of Public Health (DPH) and were created as part of a landmark revision of the [Determination of Need](#) (DoN) regulations by DPH in 2017.



# Purpose

“Redesigning Power Structures” will work collaboratively to address the social determinants of health, health inequities, and structural racism by intervening at the level of ***governance***, or decision-making to significantly increase the role that ***historically and currently under-represented groups***, including youth, will play in local and regional policy-setting processes.

We will accomplish this by:

1. Supporting under-represented groups/individuals to engage with and become decision-makers and policy-setters in their communities, and
2. Supporting partner agencies and municipalities to shift their culture, policies and practices to be more welcoming and inclusive of the communities they serve.



# Assumptions - just a few to start

We are stronger and healthier as a society when we have full participation in decision-making by the people most impacted by the issues

We surface more effective solutions when people most impacted by the issues are part of the change-making process

Aspects of our culture fragment and segregate groups such that we need support to learn how to work together across difference- in identities as well as differences in power

People most impacted by issues already know what is wrong and what to do about it, but they need resources to move to action

When we allow power to be concentrated in the hands of a few, our collective health suffers.



# What will the work be? Some possibilities:

**Develop partnerships** with individuals, groups and organizations interested in being part of a long-term effort to shift culture and practice.

**Offer trainings**, learning opportunities, peer modeling and mentorship, and other methods that support a community of practice working towards the same goals.

**Develop pathways** that individuals, groups and organizations can follow-- guideposts to help them understand how to foster greater inclusivity and equitable governance.

**Learn, act, reflect, repeat...**



# Year 1: Our timeline in development

July 1 -- Dec 31, 2020

- Hiring process
- Determine best methods of engagement during Covid-19 and formulate plan based on that
- Identify pilot projects to continue to nurture
- Assessment of what's already happening, best practices, models and frameworks to apply

Jan 1 -- June 30, 2021

- Partnership convening and strategic planning process - modeling inclusive governance!
- Wrap up assessment and use to inform strategic plan



# Potential Impacts

- **Increased representation and decision-making power** by adults and youth who are most impacted by health inequities to serve on municipal and non-profit governance structures
- **Stronger and more health-protective social environments** with significant improvements in relationships, support, norms, cohesion, social capital, and community empowerment
- **Impacts on policy, systems, and environmental changes** that better reflect the desires of people with lived experience of a health/social condition
- **Shared power models within organizations**
- **Effectively addressing the root causes of poor health** due to a shift in organizational and governmental cultures that are more informed and responsive to community needs.



# Potential partners

Municipalities

Nonprofit Boards/agencies

Health care Boards/agencies

Informal community groups

Individuals





# **Please be in touch if you'd like to get involved!**

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